



Fair, safe and productive workplaces

Labour

Workplace Bulletin

Workplace Information Division
Strategic Policy, Analysis, and Workplace Information Directorate
Labour Program

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Canadian labour profile, October 2012

Wage adjustments

Major¹ collective bargaining settlements provided base rate wage adjustments averaging 1.4%² annually over the contract-term, with an average contract duration of 26.1 months. The results are derived from a review of eight major agreements covering 56,030 employees.

At 1.4%, the average wage adjustment was higher than the 0.9% recorded in the previous month, and higher than the rate of inflation (Consumer Price Index) at 1.2%. When the parties to these October settlements previously negotiated, contract duration averaged 29.8 months, and the resulting wage adjustments averaged 2.7%.

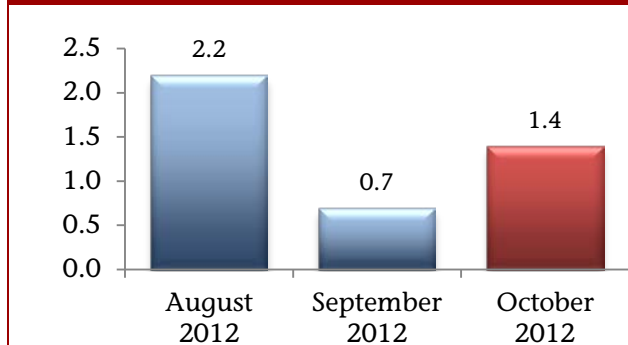
Two settlements of note included the Health Employers Association of British Columbia agreement, which provided 34,000 nurses with wage adjustments averaging 1.5%, and a Government of Ontario agreement covering 10,680 public-sector employees subject to a wage freeze.

Wage adjustments in the public sector averaged 1.3%. The results are derived from seven agreements covering 55,080 employees (98.3% of monthly employee coverage). In the private sector, wage adjustments averaged 1.9% for 950 maintenance employees (a single agreement, Jazz Air, limited partnership).

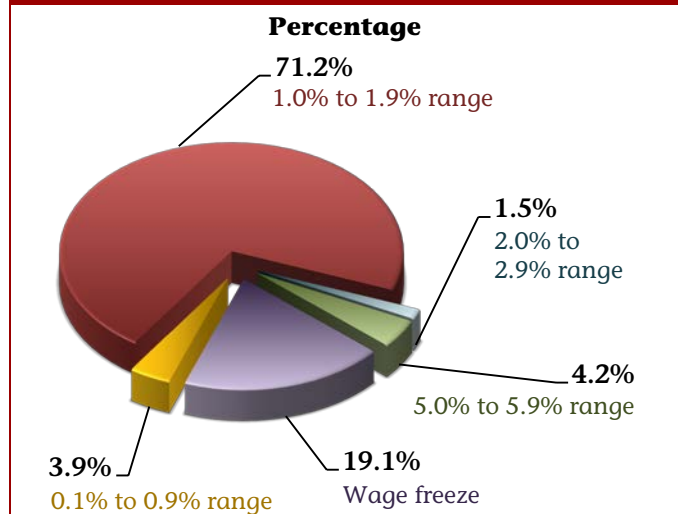
In the federal jurisdiction, two major agreements covering 3,330 employees recorded an average annual wage adjustment of 4.1% (including Jazz Air, limited partnership mentioned above, and another agreement between the Government of Canada and 2,380 employees in the lawyer classification group at 5.0%³).

Wage adjustments in the first ten months of 2012 (January-October) averaged 1.6%.

Percentage wage adjustments in major settlements by month



Wage adjustments in major settlements by employee proportion, October 2012



¹ All data compiled in this review involve major collective agreements covering 500 or more employees across Canada.

² The wage data are employee-weighted.

³ The lawyer classification group received increases of 1.75% the first year, 1.5% the second year, and 12.0% in the third year, which included a 10.0% economic adjustment in the pay structure (for retention objectives).

Wage settlements

The wage data will henceforth be available solely on our website, under the [Wage settlements](#) section. These tables contain historical information on major wage settlements covering 500 or more employees by month, quarter, and year, for all industries, in both the public and private sectors, and all jurisdictions.

The following tables are available:

- Major settlements reached in October 2012
- Wage settlements, by jurisdiction (aggregated), and industry
- Wage settlements, by jurisdiction (aggregated), and sector
- Wage settlements, by jurisdiction (aggregated), and month
- Wage settlements, by jurisdiction (aggregated), and quarter
- Wage settlements, by jurisdiction (aggregated), and year
- Wage settlements, by sector, and industry
- Wage settlements, by sector, and jurisdiction (detailed)
- Wage settlements, by sector, and month
- Wage settlements, by sector, and quarter
- Wage settlements, by sector, and year

Recent collective bargaining settlements

Key information of recently ratified collective bargaining settlements are added on a monthly basis to the [year-to-date listing](#), which is available on our website. The table below lists recently published collective bargaining settlements and summary reports.

It is now possible to directly access the published summary report of a ratified collective bargaining settlement when the file number is hyperlinked. This hyperlink brings you into Negotech, a searchable repository, which also provides access to the full text of the collective agreements, important benefit changes and latest wage adjustments.

Ratified settlements, by province

Reference number, employer, location, union, affiliation, number of employees, and bargaining unit	Settlement date	Term of contract
1005409 Department of Health and Wellness, province-wide, Prince Edward Island International Union of Operating Engineers (AFL-CIO / CLC) 1,120 employees <ul style="list-style-type: none"> ➤ administrative services employees ➤ paramedical technical employees ➤ service and maintenance employees 	August 23, 2012	April 1, 2012 - March 31, 2013
0158610 Rio Tinto Alcan, Kitimat and Kemano, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) 1,150 employees <ul style="list-style-type: none"> ➤ plant and maintenance employees 	July 27, 2012	July 24, 2012 - July 23, 2017
0287408 Consolidated Aviation Fueling of Toronto Limited, Mississauga, Ontario International Association of Machinists and Aerospace Workers (AFL-CIO / CLC) 270 employees <ul style="list-style-type: none"> ➤ aircraft refuelers 	August 12, 2012	December 11, 2011 - December 12, 2016
0503014 Edmonton School District No. 7, Edmonton, Alberta Canadian Union of Public Employees (CLC) 900 employees <ul style="list-style-type: none"> ➤ custodial employees 	August 8, 2012	September 1, 2011 - August 31, 2014
1296905 G4S Cash Solutions (Canada) Ltd., Richmond, British Columbia International Association of Machinists and Aerospace Workers (AFL-CIO / CLC) 1,130 employees <ul style="list-style-type: none"> ➤ security guards ➤ supervisors 	August 16, 2012	November 1, 2011 - March 31, 2015

Key negotiations

This listing, updated on a monthly basis, contains current and upcoming key negotiations for collective bargaining agreements. These contracts cover negotiations of 500 or more employees.

Key negotiations				
Employer	Union	Employees	Status	Expiry month
Federal jurisdiction, Public sector				
<i>Multiprovince</i>				
Canada Post Corporation	CUPW / PSAC	56,100	Bargaining / Tentative settlement	Jan. 2011 / Aug. 2012
Government of Canada	Various unions	26,310	Bargaining / Arbitration / Tentative settlement	May 2010 / Jan. 2012
Via Rail Canada Inc.	CAW	2,680	Bargaining	Dec. 2012
Federal jurisdiction, Private sector				
<i>Ontario</i>				
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Bargaining	June 2012
Provincial and territorial jurisdictions, Public sector				
<i>Newfoundland and Labrador</i>				
Government of Newfoundland and Labrador	NAPE / CUPE / NLTA	24,150	Bargaining	Mar. 2012 / Aug. 2012
Government of Newfoundland and Labrador / Newfoundland and Labrador Health Boards Association	Association of Allied Health Professionals, Newfoundland and Labrador / NLNU	5,940	Bargaining	June 2012
<i>Prince Edward Island</i>				
Department of Health and Wellness	CUPE / PEIUPSE	1,680	Arbitration	Mar. 2010 / Mar. 2012
<i>Nova Scotia</i>				
Government of Nova Scotia	CUPE / NSGEU / NSTU	18,670	Bargaining	Oct. 2011 / Mar. 2012 / July 2012
<i>New Brunswick</i>				
Government of New Brunswick	NBUPPE / CUPE / NBNU / NBTF	23,350	Bargaining	Dec. 2010 / April 2011 / June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	Upcoming	Oct. 2012

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
Quebec				
Association de la construction du Québec	Various unions	76,690	Upcoming	Apr. 2013
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
Université Laval	Various unions	4,720	Bargaining / Conciliation	Dec. 2010 / May 2012
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
Ontario				
Ontario School Boards	OSSTF / ETFO / Association des enseignantes et des enseignants franco-ontariens / CUPE	196,890	Bargaining / Conciliation	Aug. 2012
Government of Ontario	OPSEU / Professional Engineers of Ontario	40,400	Bargaining / Upcoming	Mar. 2012 / Dec. 2012
University of Toronto / University of Western Ontario /	Various unions	8,370	Tentative settlement / Upcoming	Aug. 2012
Ontario Hospital Association	CAW	7,610	Bargaining	Oct. 2011
Ontario Power Generation Inc.	International Federation of Professional and Technical Engineers	3,940	Upcoming	Dec. 2012
Council of Academic Hospitals of Ontario	PAIRO	3,300	Arbitration	June 2011
City of Ottawa	IAFF / CUPE	3,050	Arbitration / Upcoming	Dec. 2011
City of Toronto	IAFF	3,000	Bargaining	Dec. 2009
Regional Municipality of York Police Services Board	York Regional Police Association	1,960	Upcoming	Dec. 2012
Manitoba				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
City of Winnipeg	IAFF	970	Arbitration	Dec. 2011
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Government of Saskatchewan	SGEU	10,500	Bargaining	Sep. 2012
Alberta				
Alberta School Boards, Government of Alberta	Alberta Teachers' Association	36,000	Bargaining	Aug. 2012
City of Calgary	IAFF	1,040	Bargaining	Dec. 2010
City of Edmonton	IAFF	1,010	Mediation	Dec. 2010

Key negotiations

Employer	Union	Employees	Status	Expiry month
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Provincial and territorial jurisdictions, Public sector (continued)

British Columbia

Health Employers Association of British Columbia	BCNU / CUPE / HSABC / BCGEU	105,000	Bargaining	Mar. 2012
Community Social Services Employers' Association	Various unions	15,000	Bargaining / Work stoppage	Mar. 2012
City of Vancouver	CUPE	2,200	Bargaining	Dec. 2011
Coast Mountain Bus Company	CAW	3,580	Bargaining	Mar. 2012

Provincial and territorial jurisdictions, Private sector

New Brunswick

Mechanical Contractors Association of New Brunswick Inc.	UA	1,500	Bargaining	June 2012
Moncton Northeast Construction Association Inc.	LIUNA	1,200	Bargaining	June 2012
Saint John Construction Association Inc.	LIUNA	700	Bargaining	June 2012

Ontario

Brewers Retail Inc., operating as The Beer Store	UFCW-Canada	6,510	Upcoming	Dec. 2012
Maple Lodge Farms Ltd.	UFCW-Canada	1,150	Bargaining	Oct. 2012
Metro Ontario Inc.	CAW	1,100	Bargaining	June 2012

British Columbia

Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining / Tentative settlement	April 2010
Hospitality Industrial Relations	UNITE HERE Canada	2,200	Bargaining	May 2012

Notes:

The short dash (-) in the **Expiry month** column indicates that collective agreements within a same union or in various unions are expiring. For example, from September 2011 to January 2012 inclusively, their expiry dates are presented by this short form: **Sep. 11 – Jan. 12**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring. For example, either on July 2011 or April 2012, their expiry dates are presented by this short form: **July 11 / April 12**.

Major work stoppages in Canada

Updated on a weekly basis, the [2012 Major work stoppages in Canada listing](#) contains all major strikes and lockouts involving 500 or more employees. The first table includes all work stoppages in effect, while the second includes all work stoppages that are terminated. The [Chronological perspective](#) on work stoppages interactive database provides the number of strikes and lockouts which have occurred in Canada since 1976.

For more information

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).